



September 27, 2013

SURVEY OF PUBLIC OPINION OF THE U.S. POPULATION WORKING RIGHTS



NON-RESPONSE BIAS STUDY REPORT

Submitted to:

CELESTE RICHIE

Chief Evaluation Office
Office of Assistant Secretary for Policy Department of Labor

200 Constitution Avenue NW
Room S2218
Washington, DC 20210
t 202.693.5076
richie.celeste.j@dol.gov

Submitted by:

Gallup, Inc.

901 F Street NW
Washington, D.C. 20004
t 202.715.3030

TABLE OF CONTENTS

1.0 Background	3
2.0 Selection Of Key Survey Questions.....	4
3.0 Comparison Of Respondents And Non-Respondents	7
4.0 Comparison Of Early And Late Respondents	13
5.0 Summary Of Findings And Conclusions	17
References	18
Appendix A	19
Survey Questionnaire.....	Error! Bookmark not defined.

LIST OF TABLES

Table 1: Name And Description Of Questions/Variables Selected For Non-Response Analysis...	4
Table 2: Comparison Of Respondents And Non-Respondents (Weighted By Full Sample Weight Including Post-Stratification Adjustments)	9
Table 3: Comparison Of Early And Late Respondents	13

1.0 BACKGROUND

Gallup conducted the Worker Rights Access, Assertion and Knowledge Survey (WRAAK) for the Department of Labor (DOL) with the objective of measuring the current level of workers' voice in the workplace and the factors affecting voice. And specifically, voice relating to the laws administered and enforced by DOL's Occupational Safety and Health Administration (OSHA) and Wage and Hour Division (WHD). The data collection methodology for this survey was entirely phone-based (CATI) including both landline and cell phone samples. A total of 4,007 telephone interviews with working adults living in the United States were completed in the main study using a RDD (Random Digit Dialing) nationwide telephone sample. Interviewing using RDD sampling took place over a three-month period from December 6, 2012 to March 6, 2013 using a 5 + 5 call design (up to five calls to establish human contact and up to another five calls to complete an interview with the randomly selected respondent). The overall response rate (AAPOR) at the end of the main data collection phase completing 4,007 interviews was 11.2%.

For the purpose of sampling, the four census regions (Northeast, Midwest, South, and West) were treated as sampling strata. Sampling was done independently within each stratum for both landline and cell phones separately. Within each region (stratum), the sampling of landline and cell phones was carried out from the respective sampling frames. The landline RDD (Random Digit Dialing) sample of telephone numbers was selected (without replacement) following the list-assisted telephone sampling method proposed by Casady and Lepkowski (1993). This procedure uses the Telcordia frame that is generated by appending all 10,000 four-digit suffixes (0000 to 9,999) to the area code-prefix combinations. In view of cost and operational efficiency, this study followed the truncated version of the Casady and Lepkowski (1993) method and sampled from 100-banks containing at least one listed residential number (1+). For within-household sampling, the "most recent birthday" method to randomly select one eligible person from all eligible adults in each sampled household was employed. Following the "most recent birthday" method, the interviewer asked to speak with the eligible person in the household who most recently had a birthday. The cell phone sample of telephone numbers was drawn (without replacement) separately from the corresponding dedicated (to cell phones) telephone exchanges. For respondents reached on cell phones, there was no additional stage of sampling (as there was with the within-household sampling for landline sample). The person answering the call was selected for the survey if he or she was found otherwise eligible. For both landline and cell phones, the geographic location of the respondent was determined based on respondent's self-reported response to a question on location (like "what is your zip-code?"). The RDD sample (for both landline and cell) was obtained from SSI (Survey Sampling Inc.) based in Connecticut.

To examine the potential for non-response bias, a non-response bias study was planned in accordance with OMB requirements. For the non-response follow-up, the mode of data collection was also telephone and a 5+5 call design was employed. Random samples were selected from the group of non-respondents and a total of 407 interviews were completed during the non-response follow-up phase. The group of non-respondents included (1) Non-contacts (sampled cases where no human contact could be established during the main phase of data collection) and (2) Refusals (sampled cases where a human contact was established but an interview couldn't be completed). Hard Refusals (situations where respondents didn't want to be re-contacted) were excluded for sampling for the non-response follow-up study. The overall response rate (AAPOR) for the non-response follow-up phase was 6.1%. The questionnaire for the non-response follow-up study included a selected subset of questions from the main study. A copy of that survey is attached in Appendix A of this report.

The analysis plan for the non-response bias study was to compare the respondents and the non-respondents on key variables (survey data on selected survey questions). The survey data on selected variables for that group of 4,007 respondents were compared to those data obtained from the 407 completed interviews from non-respondents. In addition, the respondents to the main study were split into two groups: (1) early or "easy to reach" and (2) late or "difficult to reach" respondents. The total number of calls required to complete an interview in the main study was used to define these groups. Respondents whose interviews were completed in three or

fewer call attempts were classified as early or easy to reach and the rest who received more than three calls were identified as late or difficult to reach respondents. This comparison was based on the assumption that the latter group may in some ways resemble the population of non-respondents.

2.0 SELECTION OF KEY SURVEY QUESTIONS

The main objective of this study, as mentioned before, was to gauge the current level of workers' voice in the workplace and the factors affecting voice. And specifically, voice relating to the laws administered and enforced by DOL's Occupational Safety and Health Administration (OSHA) and Wage and Hour Division (WHD). The goal of the non-response bias analysis, therefore, was to examine if the respondents and the non-respondents differed significantly on questions related to these issues. With that in mind, a key set of variables (or survey questions) was chosen for comparing the different groups (respondents vs. non-respondents and early vs. late respondents). For further details (exact wording, etc.) of the selected variables/questions mentioned below, please refer to the main study questionnaire in Appendix A. The selected questions and the corresponding derived variables, if any, used for non-response analysis appear in Table 1.

Table 1: Name and Description of Questions/Variables Selected for Non-Response Analysis

Survey Question ¹	Question wording	Name and definition of derived variables, if any, for non-response bias analysis
CORE QUESTIONS		
S1	Please tell me your age	Age1: Age1= 1 if age 18-34 Age2: Age2= 1 if age 35-54 Age3: Age3= 1 if age 55+
D16	What is the highest level of education you have completed?	Educ1: Educ1 = 1 if d16=1,2 Educ2: Educ2 = 1 if d16=3,4 Educ3: Educ3 = 1 if d16=5,6
S2aa	Which of the following best describes your current employment status?	fulltime: fulltime=1 if s2aa=1 part-time: part-time=1 if s2aa=2 temp_seasonal: temp_seasonal=1 if s2aa=3
D1	Gender	Male: Male =1 if d1=1
D20 (D20A, D20B, D20C, D20D, D20E)	Please tell me whether you are or are not a member of that racial group	White only: whiteonly=1 if D20A=1 and none of D20B, D20C, D20D, and D20E is equal to 1. Black only: blackonly=1 if D20B=1 and none of D20A, D20C, D20D, and D20E is equal to 1.. Multirace: If more than one of D20A through D20E is equal to 1 i.e. the respondent belongs to more than one racial group
D19	Are you of Hispanic, Latino or Spanish origin?	Hisp: Hisp=1 if D19=1

Survey Question ¹	Question wording	Name and definition of derived variables, if any, for non-response bias analysis
D21	What is your total annual income from your primary job, before taxes?	Inc1: inc1=1 if D21=1 Inc2_3: inc2_3 = 1 if D21= 2 or 3 Inc4_5: inc4_5= 1 if D21 = 4 or 5 Inc6: Inc6=1 if D21= 6 Inc7: inc7=1 if D21=7 Inc8: inc8=1 if D21=8 Inc9: inc9=1 if D21=9
Q1	Please rate your overall satisfaction with your current employer	rq1: rq1=1 Q1= 4 or 5; Otherwise rq1=0
Q2	How likely are you to recommend your employer to your family and friends as a great place to work	rq2: rq2=1 Q2= 4 or 5; Otherwise rq2=0
Q3	How likely are you to choose to leave your employer to work someplace else	rq3: rq3=1 Q3= 4 or 5; Otherwise rq3=0
Q4	I have the opportunity to provide input into decisions that affect my work	rq4: rq4=1 Q4= 4 or 5; Otherwise rq4=0
Q5	I am involved in helping to set goals for my workgroup or department	rq5: rq5=1 Q5= 4 or 5; Otherwise rq5=0
Q6	My employer encourages employees to make suggestions for how to make the workplace better	rq6: rq6=1 Q6= 4 or 5; Otherwise rq6=0
Q7	I make suggestions to my supervisor or management about how to make the workplace better	rq7: rq7=1 Q7= 4 or 5; Otherwise rq7=0
Q8	Management always takes suggestions from workers seriously about how to make the workplace better	rq8: rq8=1 Q8= 4 or 5; Otherwise rq8=0
Q10	There is effective process in my workplace for resolving workplace problems that individual employees have	rq10: rq10=1 Q10= 4 or 5; Otherwise rq10=0
Q11	If I needed to raise a concern about my workplace, I am confident my supervisor would do something to help me	rq11: rq11=1 Q11= 4 or 5; Otherwise rq11=0
Q12A	Does your workplace have any of the following ways for you to notify management of a problem or concern: Suggestions system or hotline	rq12a_1: rq12a_1=1 if q12a=YES
Q12B	Does your workplace have any of the following ways for you to notify management of a problem or concern: Regular meetings with supervisors	rq12b_1: rq12b_1=1 if q12b=YES
Q12E	Does your workplace have any of the following ways for you to notify management of a problem or concern: Grievance procedure	rq12e_1: rq12e_1=1 if q12e=YES

Survey Question ¹	Question wording	Name and definition of derived variables, if any, for non-response bias analysis
Q12H	Does your workplace have any of the following ways for you to notify management of a problem or concern: Ombudsman (ahm-BUDS-men)	rq12h_1: rq12h_1=1 if q12h=YES
Q13	I know enough about my legal rights as a worker to be able to recognize problems when they occur	rq13: rq13=1 Q13= 4 or 5; Otherwise rq13=0
Q14	If I wanted to learn more about my legal rights as a worker, I could easily get that information	rq14: rq14=1 Q14= 4 or 5; Otherwise rq14=0
Q15	If I saw something happening in my workplace that I thought was a violation of workers' legal rights, I would speak up about it	rq15: rq15=1 Q15= 4 or 5; Otherwise rq15=0
Q16	I can raise concerns about my rights in the workplace without fear of being treated differently or punished	rq16: rq16=1 Q16= 4 or 5; Otherwise rq16=0
Q17	I trust the management of my organization	rq17: rq17=1 Q17= 4 or 5; Otherwise rq17=0
Q18	I trust my coworkers to always do what is right	rq18: rq18=1 Q18= 4 or 5; Otherwise rq18=0
Q19	My employer is always open and honest with employees about the way they do business	rq19: rq19=1 Q19= 4 or 5; Otherwise rq19=0
Q20	Employees in my workplace are always paid for all of the time they work	rq20: rq20=1 Q20= 4 or 5; Otherwise rq20=0
Q21	Employees in my workplace are sometimes exposed to health and safety risks	rq21: rq21=1 Q21= 4 or 5; Otherwise rq21=0
OSHA QUESTIONS		
Q29A	Please indicate whether or not you have known about a possible health or safety risk in your workplace	rq29a_1: rq29a_1 = 1 if Q29A=Yes
Q29B	Please indicate whether or not you have injured or gotten sick because of conditions at your workplace	rq29b_1: rq29b_1 = 1 if Q29B=Yes
Q29C	Please indicate whether or not you know someone else who has been injured or gotten sick because of conditions at your workplace	rq29c_1: rq29c_1 = 1 if Q29C=Yes
Q42A	In the future, how likely would you be to raise your concern to your supervisor or employer if you witnessed repeated health or safety risks in your workplace	rq42A: rq42a=1 Q42A= 4 or 5; Otherwise rq42A=0

Survey Question ¹	Question wording	Name and definition of derived variables, if any, for non-response bias analysis
Q42B	In the future, how likely would you be to raise your concern to your supervisor or employer if you witnessed a very serious health or safety risk	rq42B: rq42B=1 Q42B= 4 or 5; Otherwise rq42B=0
Q42C	In the future, how likely would you be to raise your concern to your supervisor or employer if you were injured on the job or got sick because of workers conditions	rq42C: rq42C=1 Q42C= 4 or 5; Otherwise rq42C=0
WHD QUESTIONS		
Q28_1A	Please indicate whether or not you or someone you know didn't get paid at all for a day or more of work they performed	rq28_1a_1: rq28_1a_1=1 if Q28_1a=YES
Q28_1B	Please indicate whether or not you or someone you know didn't get paid for overtime work	rq28_1b_1: rq28_1b_1=1 if Q28_1b=YES
Q28_1C	Please indicate whether or not you or someone you know didn't get paid what the employer promised	rq28_1c_1: rq28_1c_1=1 if Q28_1c=YES
Q28_1D	Please indicate whether or not you or someone you know were paid less than the minimum wage	rq28_1d_1: rq28_1d_1=1 if Q28_1d=YES
Q28_1E	Please indicate whether or not you or someone you know were required to work off the clock or through breaks	rq28_1e_1: rq28_1e_1=1 if Q28_1e=YES
Q41_1A	In the future, how likely would you be to raise your concern to your supervisor or employer if you are working more than 40 hours a week and not being paid overtime	rq41_1A; rq41_1A=1 if Q41_1A= 4 or 5; otherwise rq41_1A=0
Q41_1B	In the future, how likely would you be to raise your concern to your supervisor or employer if you are required to work during your lunch break without being paid	rq41_1B; rq41_1B=1 if Q41_1B= 4 or 5; otherwise rq41_1B=0
Q41_1C	In the future, how likely would you be to raise your concern to your supervisor or employer if you are required to work off the clock before or after your shift without pay	rq41_1C; rq41_1C=1 if Q41_1C= 4 or 5; otherwise rq41_1C=0

[¹ Please refer to survey questionnaire in Appendix A for additional details on survey questions.]

3.0 COMPARISON OF RESPONDENTS AND NON-RESPONDENTS

To address the issue of potential non-response bias, the group of respondents and non-respondents were compared on the selected 58 variables described in Table 1 above. As mentioned before, the total number of respondents and non-respondents for this study was 4,007 and 407, respectively. Table 2 presents the results of the comparison.

The estimates based on the combined sample of respondents and non-respondents included in Table 2 were weighted by sampling weight. This included adjustments for unequal selection probability as well as adjustments for non-response and post-stratification weighting factors. The factors taken into consideration for the calculation of probability weight component included the sampling fraction within a stratum, number of telephone lines reaching a sampled household, and number of eligible adults in the sampled household. For respondents to the non-response follow-up study, the probability of selection in the sample for the non-response study (based on sub-sampling of the non-respondents) was also taken into consideration. The basic weighting steps were carried out following the procedure described in Kennedy, Courtney (2007): Evaluating the Effects of Screening for Telephone Service in Dual Frame RDD Surveys, *Public Opinion Quarterly*, Special Issue 2007, Volume 71 / Number 5: 750-771.

The non-response follow-up survey as well as the main survey consisted of a core set of questions followed by two separate modules of questions—one each for OSHA and WHD—in which specific questions about each agency were included. Respondents answered the core set of questions and then were randomly assigned to one or the other module. The random assignment of questions to one or the other module was done using CATI (Computer Assisted Telephone Interviewing) based software. As a result, the number of completed OSHA (those containing responses to specific questions in the OSHA module) and WHD (those containing responses to specific questions in the WHD module) interviews was expected to be about half of the total number of interviews. The set of core questions was answered by everyone in the combined sample of 4,007 respondents and 407 non-respondents (to the main survey). Thus, the number of completed interviews for the core questions was equal to the total number of completed interviews (4,414). The actual number of completed interviews for OSHA and WHD modules in the combined sample were 2,261 (51.2%) and 2,153 (48.8%), respectively.

The data set of completed surveys from the combined sample of respondents and non-respondents included three weighting variables: (1) a weight variable for the core set of questions (2) a weight variable for the OSHA module questions and (3) a weight variable for the WHD module questions. All three types of questions appear in Table 2. Depending on the type of questions (Core, OSHA, or WHD), the corresponding weight variable was used for carrying out the statistical tests for comparing the respondents and the non-respondents.

The calculation of standard errors of estimates for the purpose of carrying out statistical t-tests to compare the mean of two groups was done using the software SUDAAN. For the purpose of calculating standard errors in the presence of complex sample design, two general classes of methods are commonly used: “linearization” and “replication” methods. For this study, the Descript procedure of SUDAAN was used with the variances computed using the Taylor Linearization Method and STRWR design.

Column 1 (name) provides the name of the variables (see section 1.1) under comparison. Group (in Column 2) is “1” for respondents and “0” for non-respondents. The third column (nsize) provides the unweighted sample size. Column 4 (mean) presents the mean (or equivalently the proportion in case of a 0-1 variable) for the two groups. The next column (meandiff) is the difference of the means while the last column (p_value) includes the p-value of a t-test for comparing the two groups.

Table 2: Comparison of Respondents and Non-Respondents (Weighted by Full Sample Weight Including Post-Stratification Adjustments)

name	group	nsize	mean	meandiff	p_value
CORE QUESTIONS					
age1	1	4,007	0.3509		
	0	407	0.3087	0.0422	0.2104
age2	1	4,007	0.4497		
	0	407	0.4639	-0.0142	0.6825
age3	1	4,007	0.1916		
	0	407	0.2266	-0.0350	0.1918
educ1	1	4,007	0.3525		
	0	407	0.3398	0.0127	0.7121
educ2	1	4,007	0.2919		
	0	407	0.3200	-0.0281	0.4046
educ3	1	4,007	0.3520		
	0	407	0.3387	0.0132	0.6648
fulltime	1	4,007	0.8184		
	0	407	0.8074	0.0110	0.6928
part-time	1	4,007	0.1584		
	0	407	0.1651	-0.0067	0.7925
temp_seasonal	1	4,007	0.0232		
	0	407	0.0275	-0.0043	0.7529
male	1	4,007	0.5223		
	0	407	0.4683	0.0540	0.1213
whiteonly	1	4,007	0.8033		
	0	407	0.7450	0.0584	0.0547
blackonly	1	4,007	0.1078		
	0	407	0.1623	-0.0545	0.0424
multirace	1	4,007	0.0447		
	0	407	0.0344	0.0103	0.4189
hisp	1	4,007	0.1604		
	0	407	0.1455	0.0149	0.6300
inc1	1	4,007	0.1593		
	0	407	0.1842	-0.0248	0.3816

name	group	nsize	mean	meandiff	p_value
inc2_3	1	4,007	0.1294		
	0	407	0.1534	-0.0240	0.3756
inc4_5	1	4,007	0.1318		
	0	407	0.1120	0.0198	0.3871
inc6	1	4,007	0.1160		
	0	407	0.0892	0.0269	0.1463
inc7	1	4,007	0.1836		
	0	407	0.1760	0.0076	0.7589
inc8	1	4,007	0.0833		
	0	407	0.0829	0.0004	0.9841
inc9	1	4,007	0.0875		
	0	407	0.0793	0.0083	0.6562
rq1	1	4,003	0.7303		
	0	407	0.7031	0.0273	0.3934
rq2	1	3,993	0.6641		
	0	407	0.6090	0.0551	0.1055
rq3	1	3,981	0.2435		
	0	404	0.3292	-0.0857	0.0107
rq4	1	3,998	0.6255		
	0	405	0.5984	0.0271	0.4321
rq5	1	3,991	0.6058		
	0	402	0.6414	-0.0356	0.2915
rq6	1	4,002	0.6515		
	0	404	0.6495	0.0020	0.9510
rq7	1	3,994	0.6765		
	0	403	0.7376	-0.0611	0.0500
rq8	1	3,995	0.5624		
	0	405	0.5468	0.0156	0.6550
rq10	1	3,977	0.5957		
	0	402	0.5941	0.0016	0.9624
rq11	1	3,996	0.7018		
	0	406	0.6581	0.0437	0.1927
rq12a_1	1	3,925	0.5739		

name	group	nsize	mean	meandiff	p_value
	0	389	0.5958	-0.0219	0.5310
rq12b_1	1	3,993	0.7305		
	0	403	0.7065	0.0239	0.4592
rq12e_1	1	3,801	0.7128		
	0	382	0.7098	0.0030	0.9262
rq12h_1	1	3,816	0.5136		
	0	387	0.5696	-0.0559	0.1103
rq13	1	4,004	0.8432		
	0	407	0.8009	0.0423	0.1247
rq14	1	4,002	0.8484		
	0	405	0.8494	-0.0010	0.9685
rq15	1	4,004	0.8581		
	0	407	0.8253	0.0328	0.2111
rq16	1	3,997	0.6845		
	0	406	0.6355	0.0490	0.1460
rq17	1	3,998	0.6569		
	0	405	0.6468	0.0102	0.7619
rq18	1	3,992	0.6094		
	0	407	0.5865	0.0229	0.5062
rq19	1	3,997	0.6314		
	0	403	0.6166	0.0147	0.6665
rq20	1	3,983	0.8352		
	0	406	0.8009	0.0343	0.2284
rq21	1	3,977	0.3389		
	0	406	0.3297	0.0092	0.7810
OSHA QUESTIONS					
rq29a_1	1	2,047	0.3669		
	0	203	0.3972	-0.0303	0.5317
rq29b_1	1	2,050	0.1317		
	0	205	0.1774	-0.0457	0.2220
rq29c_1	1	2,047	0.3072		
	0	205	0.3110	-0.0039	0.9318
rq42a	1	2,042	0.8927		

name	group	nsize	mean	meandiff	p_value
	0	205	0.8947	-0.0020	0.9495
rq42b	1	2,045	0.9298		
	0	205	0.9262	0.0036	0.8911
rq42c	1	2,047	0.9203		
	0	205	0.9203	0.0000	1.0000
WHD QUESTIONS					
rq28_1a_1	1	1,897	0.0940		
	0	199	0.0706	0.0234	0.3653
rq28_1b_1	1	1,888	0.1449		
	0	199	0.1485	-0.0036	0.9201
rq28_1c_1	1	1,905	0.1125		
	0	200	0.0841	0.0284	0.2605
rq28_1d_1	1	1,925	0.0233		
	0	202	0.0328	-0.0095	0.6279
rq28_1e_1	1	1,928	0.1585		
	0	199	0.1948	-0.0364	0.3386
rq41_1a	1	1,813	0.7776		
	0	190	0.7161	0.0615	0.1623
rq41_1b	1	1,801	0.7100		
	0	189	0.5958	0.1142	0.0209
rq41_1c	1	1,815	0.7221		
	0	192	0.5668	0.1553	0.0020

As seen above, only four (blackonly, rq3, rq41_1B, and rq41_1C) of the total 58 variables in Table 2 showed a statistically significant difference at 5% level of significance. At 1% level of significance, only one (rq41_1C) was found to be significantly different between the respondent and non-respondent groups. Out of the 44 core questions (those answered by all respondents in the survey), only two were found to be statistically significant between the two groups. The remaining two questions (rq41_1B and rq41_1C) showing significance were questions relating to WHD module. None of the OSHA module questions showed any significant differences.

For all variables included in Table 2, similar comparisons were made using estimates that were weighted by sampling weight excluding the post-stratification adjustments. The basic results were very similar. Out of the total 58 variables under comparison, seven variables (whiteonly, blackonly, inc9, rq3, rq41_1A, rq41_1B, and rq41_1C) showed a statistically significant difference at 5% level of significance. At 1% level of significance, two (rq41_1B and rq41_1C) were found to be significantly different between the respondent and non-respondent groups. Out of the 44 core questions, four were found to be statistically significant between the two groups. The remaining three questions (rq41_1A, rq41_1B, and rq41_1C) showing significance were questions relating to the WHD module. None of the OSHA questions showed any significant differences.

4.0 COMPARISON OF EARLY AND LATE RESPONDENTS

As mentioned before, Gallup used a minimum of 5+5 call design (up to five calls made to establish contact with an adult at the sampled household and up to five more calls made in an effort to complete an interview with an eligible adult) for this survey. Respondents for whom interviews were completed using three or fewer calls were identified as early or easy to reach respondents. Out of 4,007 respondents, 2,802 (about 69.9%) were identified as early (easy to reach) while the rest 1,205 (about 30.1%) were coded as late or difficult to reach respondents. Table 3 presents the results of the comparison between these two groups. The estimates included in this table were generated using the full sampling weight including post-stratification adjustments. This comparison was undertaken based on the assumption that the late or difficult to reach' may in some ways resemble the population of non-respondents.

The calculation of standard errors of estimates for the purpose of carrying out statistical t-tests to compare the mean of two groups was done using the software SUDAAN. For this study, the Taylor Series Linearization method was used using Descript procedure (and STRWR option) under SUDAAN.

Column 1 (name) provides the name of the variables (see section 1.1) under comparison. Column 2 (early) is “1” for early and “0” for late respondents. The third column (nsize) provides the unweighted sample size. Column 4 (mean) presents the mean (or equivalently the proportion in case of a 0-1 variable) for the two groups. The next column (meandiff) is the difference of the means while the last column (p_value) includes the p-value of a t-test for comparing the two groups.

Table 3: Comparison of Early and Late Respondents

name	early	nsize	mean	meandiff	p_value
CORE QUESTIONS					
age1	1	2,802	0.3482		
	0	1,205	0.3215	0.0267	0.2393
age2	1	2,802	0.4369		
	0	1,205	0.4882	-0.0513	0.0241
age3	1	2,802	0.2069		
	0	1,205	0.1775	0.0294	0.0530
educ1	1	2,802	0.3351		
	0	1,205	0.3803	-0.0452	0.0532
educ2	1	2,802	0.3116		
	0	1,205	0.2600	0.0515	0.0151
educ3	1	2,802	0.3453		
	0	1,205	0.3537	-0.0084	0.6703
fulltime	1	2,802	0.8136		
	0	1,205	0.8325	-0.0189	0.2764
part-time	1	2,802	0.1678		

name	early	nsize	mean	meandiff	p_value
	0	1,205	0.1383	0.0295	0.0663
temp_seasonal	1	2,802	0.0187		
	0	1,205	0.0292	-0.0106	0.1822
male	1	2,802	0.5036		
	0	1,205	0.5303	-0.0267	0.2435
whiteonly	1	2,802	0.7084		
	0	1,205	0.6673	0.0411	0.0678
blackonly	1	2,802	0.1024		
	0	1,205	0.1248	-0.0224	0.1723
multirace	1	2,802	0.0689		
	0	1,205	0.0582	0.0107	0.3686
hisp	1	2,802	0.1333		
	0	1,205	0.2095	-0.0761	0.0001
inc1	1	2,802	0.1652		
	0	1,205	0.1397	0.0256	0.1350
inc2_3	1	2,802	0.1294		
	0	1,205	0.1390	-0.0096	0.5559
inc4_5	1	2,802	0.1185		
	0	1,205	0.1318	-0.0134	0.3946
inc6	1	2,802	0.1242		
	0	1,205	0.1056	0.0187	0.2083
inc7	1	2,802	0.1757		
	0	1,205	0.1779	-0.0022	0.8985
inc8	1	2,802	0.0905		
	0	1,205	0.0847	0.0058	0.6241
inc9	1	2,802	0.0828		
	0	1,205	0.0962	-0.0134	0.2333
rq1	1	2,800	0.7251		
	0	1,203	0.7475	-0.0223	0.2678
rq2	1	2,793	0.6462		
	0	1,200	0.6906	-0.0444	0.0366
rq3	1	2,782	0.2421		
	0	1,199	0.2557	-0.0136	0.5073

name	early	nsize	mean	meandiff	p_value
rq4	1	2,794	0.6348		
	0	1,204	0.6283	0.0064	0.7713
rq5	1	2,792	0.6020		
	0	1,199	0.6235	-0.0216	0.3319
rq6	1	2,798	0.6600		
	0	1,204	0.6611	-0.0011	0.9590
rq7	1	2,793	0.6691		
	0	1,201	0.6891	-0.0200	0.3541
rq8	1	2,794	0.5585		
	0	1,201	0.5933	-0.0348	0.1214
rq10	1	2,784	0.5925		
	0	1,193	0.6097	-0.0172	0.4442
rq11	1	2,794	0.7071		
	0	1,202	0.7020	0.0051	0.8106
rq12a_1	1	2,738	0.5656		
	0	1,187	0.6021	-0.0365	0.1068
rq12b_1	1	2,790	0.7319		
	0	1,203	0.7230	0.0089	0.6690
rq12e_1	1	2,653	0.7197		
	0	1,148	0.7197	0.0000	1.0000
rq12h_1	1	2,667	0.5129		
	0	1,149	0.5266	-0.0137	0.5567
rq13	1	2,799	0.8319		
	0	1,205	0.8516	-0.0197	0.2322
rq14	1	2,800	0.8391		
	0	1,202	0.8585	-0.0193	0.2232
rq15	1	2,801	0.8456		
	0	1,203	0.8846	-0.0390	0.0093
rq16	1	2,793	0.6948		
	0	1,204	0.6972	-0.0024	0.9082
rq17	1	2,795	0.6618		
	0	1,203	0.6720	-0.0102	0.6371
rq18	1	2,791	0.6007		

name	early	nsize	mean	meandiff	p_value
	0	1,201	0.6092	-0.0085	0.7040
rq19	1	2,798	0.6329		
	0	1,199	0.6208	0.0122	0.5844
rq20	1	2,784	0.8208		
	0	1,199	0.8521	-0.0313	0.0506
rq21	1	2,780	0.3341		
	0	1,197	0.3392	-0.0052	0.8135
OSHA QUESTIONS					
rq29a_1	1	1,429	0.3883		
	0	618	0.3451	0.0432	0.1499
rq29b_1	1	1,428	0.1312		
	0	622	0.1378	-0.0066	0.7592
rq29c_1	1	1,424	0.3177		
	0	623	0.2836	0.0342	0.2262
rq42a	1	1,422	0.9016		
	0	620	0.8822	0.0194	0.3503
rq42b	1	1,423	0.9358		
	0	622	0.9227	0.0131	0.4475
rq42c	1	1,426	0.9338		
	0	621	0.8922	0.0416	0.0355
WDH QUESTIONS					
rq28_1a_1	1	1,329	0.0860		
	0	568	0.1232	-0.0372	0.0933
rq28_1b_1	1	1,320	0.1521		
	0	568	0.1497	0.0024	0.9173
rq28_1c_1	1	1,335	0.1076		
	0	570	0.1228	-0.0153	0.4930
rq28_1d_1	1	1,353	0.0180		
	0	572	0.0334	-0.0154	0.2109
rq28_1e_1	1	1,353	0.1519		
	0	575	0.1790	-0.0272	0.2899
rq41_1a	1	1,270	0.7763		
	0	543	0.7959	-0.0195	0.4689

name	early	nsize	mean	meandiff	p_value
rq41_1b	1	1,257	0.7036		
	0	544	0.6942	0.0094	0.7678
rq41_1c	1	1,272	0.7063		
	0	543	0.7170	-0.0107	0.7339

As seen in Table 3, six variables (age2, educ2, hisp, rq2, rq15, and rq42c) were found significantly different at 5% level of significance between the two groups (early and late respondents). Out of the 44 core questions, five showed statistically significant differences between the two groups. The remaining question (rq42c) showing significance was related to the OSHA module. None of the WHD questions showed any significant differences.

5.0 SUMMARY OF FINDINGS AND CONCLUSIONS

Based on results shown in Section 1.2, the groups of respondents and non-respondents do not differ significantly on the vast majority of the selected variables under comparison. In Table 2, only four of the total 58 variables showed statistically significant difference at 5% level of significance. At 1% level of significance, only one (rq41_1C) variable was found to be significantly different between the respondent and non-respondent groups. As noted, the sample weight including post-stratification adjustments were used to generate estimates in Table 2. Using estimates based on sample weights without post-stratification adjustments, the findings were similar to those presented in Table 2. So, the type of weights (with or without post-stratification adjustments) used to generate the estimates did not seem to have any significant impact on the findings about the difference between the respondents and the non-respondents. In section 1.3, early and late respondents to the main study were compared and results were presented in Table 3. Six of the 58 variables showed statistically significant differences between the groups of early and late respondents. For the majority of the variables under comparison, the two groups appeared to be similar.

The response rate for the main phase of data collection (i.e., for respondents) was 11.2%. For the non-response follow-up phase, as expected, the response rate was lower (6.1%). The refusal rate (proportion of refusals among those contacted) was 43.0% for the main study and 45.2% in the non-response follow-up. The completion rate (proportion of completed interviews among those found eligible) during the main phase and the non-response follow-up phase was 90.4% and 95.3% respectively implying that the non-respondents were not different from respondents in terms of Refusal and completion rates.

As seen above, the findings of this non-response study do not indicate significant differences between respondents and non-respondents. Most of the selected variables for comparison did not show significant differences at any level of significance. For Questions 41_1A, 41_1, and 41_1C, there seem to be some differences between the two groups. Differences were also observed in some demographic variables between the early and late respondents, although these differences didn't translate into significant differences between the two groups of respondents and non-respondents. Overall, the findings summarized above do not indicate the existence of any significant differences between the respondents and non-respondents of this study. Thus, they do not suggest the possibility of any potential non-response bias for the vast majority of the survey questions.

REFERENCES

- Robert J. Casady and James, M. Lepkowski (1993). Stratified Telephone Survey Designs. *Survey Methodology*, 19, 103-113.
- Kennedy, Courtney (2007): Evaluating the Effects of Screening for Telephone Service in Dual Frame RDD Surveys, *Public Opinion Quarterly*, Special Issue 2007, Volume 71 / Number 5: 750-771.

APPENDIX A



CASEID

QID:36526

I.D.#

CASEID(1-6)

FVALIFON

QID:1528

AREA CODE AND TELEPHONE NUMBER

FVALIFON(1161-1179)

CINTTIME

QID:963

**INTERVIEW TIME:

CINTTIME(1716-1721)

ENTITYID

QID:74 ENTITY ID:

(Programmer: Code from fone file)

ENTITYID(916-925)

ORIGENID

QID:218800

ORIGINAL_ENTITY_ID

(Programmer: Code from fone file)

ORIGENID(615-624)

QID:221396

(SA1-SA4 deleted)

SA

QID:196548

SAMPLE TYPE:

- 1 Landline Listed Sample
- 2 Cell Phone Sample

SA_1(201-202)
SA(376)

QID:221423

(SA_1 Deleted)

(Programmer: All interviews are recorded. The recording begins when the respondent answers the phone. This statement is read after the "Continue" response is entered after the Introduction and before the first question.)

FRECCONS

QID:98881

This interview will be recorded for internal quality assurance.

- 1 (Continue)
- 2 (Refused) - (Thank and Terminate)

FRECCONS(1984)

INTRO1

QID:120821 Hello, this is _____, with the National Gallup Poll. We recently tried to contact you in an effort to complete a survey about workplaces and employment. We would really like to hear your opinions on the matter and have shortened the survey to just a few questions. It should only take five minutes of your time.

- 1 Respondent available - **(Continue)**
- 7 Respondent not available - **(Set time to call back)**
- 8 (Soft Refusal)
- 9 (Hard Refusal) - **(Thank and Terminate)**

INTRO1(2001)

QID:185532 **(Deleted Read)**

QID:221481 **(IF RESPONDENT SAYS THEY ARE NOT EMPLOYED SO THEY DON'T WANT TO PARTICIPATE:)**

It is important that we speak with all types of adults, whether you are currently working or not.

(IF RESPONDENT ASKS ABOUT SURVEY LENGTH:)

This survey is estimated to take about five minutes to complete.

(READ IF NECESSARY:)

Would you like me to provide you with an address where you can send comments regarding the burden estimate or any other aspect of this survey, including suggestions for reducing this burden? (IF YES, READ ADDRESS BELOW)

Chief Evaluation Office
U.S. Department of Labor
200 Constitution Avenue NW
Room S2316
Washington, DC 20210

The OMB control number for this study is OMB No. 1235-0027.

QID:196551 **Skip: (If code 1 in SA, Continue; Otherwise, Skip to SB1_2)**

SB1_1

QID:196552 Including yourself, how many adults over the age 18 in this household are currently working either full-time or part-time and are not self-employed?

Number of working adults in household _____

(Interviewer: Code actual number)

00 None
01 01-
97 97+
98 (DK)
99 (Refused)

SB1_1(2002-2003)

QID:221397 **Skip: (If code 00 in SB1 1, Thank and Terminate;
Otherwise, Skip to SC)**

QID:221482 **(SB1_1_2 - QNSL2 Deleted)**

SB1_2

QID:196555 Are you at least 18 years of age and currently working either full-time or part-time and not self-employed?

1 Yes
2 No
8 (DK)
9 (Refused)

SB1_2(2004)

QID:221402 **Skip: (If code 2 in SA AND code 1 in SB1 2, Skip to SD1;
Otherwise, THANK AND TERMINATE)**

SC

QID:196557 **(If code 01 in SB1 1, read:)** May I please speak with that person you mentioned is currently working full-time or part-time and is not self-employed?

(If code 02-97 in SB1 1, read:) Among the **(response in SB1 1)** people CURRENTLY WORKING full-time or part-time and are not self-employed, may I please speak with the person 18 years of age or older, who had the most recent birthday?

- 1 Yes, male respondent available - **(Skip to SD1)**
- 2 Yes, female respondent available - **(Skip to SD1)**
- 3 No one in household 18 or older - **(Thank and Terminate)**
- 5 No one in the household working - **(Thank and Terminate)**
- 7 Respondent not available/Not a good time - **(Set time to call back)**
- 9 (Refused) – **(Thank and Terminate and Tally)**

SC(2005)

QID:213436 **Skip: (If code 3 or code 5 in SC, Thank and Terminate; If code 9 in SC, Thank, Terminate and Tally; If code 7 in SC, Set time to call back; Otherwise, Skip to SD1)**

QID:221403 **(SCA - SB1_1C Deleted)**

SD1

QID:196560 First, to confirm, have I reached you on your cell phone?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SD1(2006)

QID:196561 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to S1)**

SD5

QID:196562 Is the CELL PHONE I have reached you on mainly used for personal use, or only for business purposes?

- 1 Personal use
- 2 Used only for business
- 3 BOTH (Volunteered)
- 4 (DK)
- 5 (Refused)

SD5(2007)

QID:196563 **Skip: (If code 1 or 3 in SD5, Continue;
Otherwise, Thank, Terminate and Tally)**

SD6

QID:196564 For your safety, are you currently driving?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SD6(2008)

QID:196565 **Skip: (If code 1 in SD6, Set time to call back;
If code 2 in SD6, Continue;
Otherwise, Thank and Terminate)**

S1

QID:197201 Please tell me your age.
(**Programmer:** Open ended **and code actual age**)

- 00 00-
- 17 17
- 18 18-
- 98 98
- 99 99+
- 97 (Refused)

S1(2009-2010)

QID:221483 **Skip: (If code 01 in SB1 1 AND code 00-17 in S1, Thank and Terminate;
If code 2 in SA AND code 00-17 in S1, Thank and Terminate;
If code 02 or more in SB1 1 AND code 00-17 in S1 AND code 1 in SA RESET SC;
Otherwise, Continue)**

S2AA

QID:201017 Which of the following best describes your current employment status?
(**Interviewer:** **Read 01-08**)

- 01 Employed full-time
- 02 Employed part-time, but not a full-time student
- 03 Temporary, Day Laborer or Seasonal worker
- 04 Self Employed
- 05 A full-time student
- 06 Retired
- 07 Homemaker
- 08 Not employed
- 98 (DK)
- 99 (Refused)

S2A(2011)
S2AA(2578-2579)

QID:221406 **Skip: (If code 01, 02, or 03 in S2AA , Skip to S3:
If code 02 or more in SB1 1 and code 04-08 in S2AA, RESET SC;
Otherwise, Thank, Terminate and Tally)**

S3

QID:196582 Do you currently have more than one job?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

S3(2021)

(Interviewer: If code 1 in S3, Read:)

QID:197204 For the next set of questions, please refer to what you consider to be your “primary” job or the one where you spend the most time.

S4

QID:196585 How are you paid?

(Interviewer: READ 1-4)

- 1 Salary
- 2 Hourly
- 3 Paid by unit produced or action performed
- 4 Daily
- 6 (DK)
- 7 (Refused)

S4(2022)

D6

QID:196910 Are you a member of, or covered by, a union?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D6(2591)

CLK1

QID:45184 SECTION CLOCK:

CLK1(6000-6003)

S5_FLT

QID:196587 S5 FILTER:
(Interviewer: RANDOMLY SELECT A NUMBER FROM 001-100)

001	1
002	2
003	3
004	4
005	5
006	6
007	7
008	8
009	9
010	10
011	11
012	12
013	13
014	14
015	15
016	16
017	17
018	18
019	19
020	20
021	21
022	22
023	23
024	24
025	25
026	26
027	27
028	28
029	29
030	30
031	31
032	32
033	33
034	34
035	35
036	36
037	37
038	38
039	39
040	40
041	41
042	42
043	43
044	44
045	45
046	46

047	47
048	48
049	49
050	50
061	61
062	62
063	63
064	64
065	65
066	66
067	67
068	68
069	69
070	70
081	81
082	82
083	83
084	84
085	85
086	86
087	87
088	88
089	89
090	90
091	91
092	92
093	93
094	94
095	95
096	96
097	97
098	98
099	99
100	100

S5_FLT(2023-2025)

QID:196589 **Skip: (If codes 001-050 in S5_FLT, Autocode S5=1;
If codes 051-100 in S5_FLT, Autocode S5=2)**

S5

QID:196590 SURVEY MODULE:

- 1 OSHA Module
- 2 WHD Module

S5(2026)

QID:196591 OUTCOME /LOYALTY

Q1

QID:196592 Using a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, please rate your overall satisfaction with your current employer. You may use any of the numbers 1, 2, 3, 4, or 5 for your rating.

- 5 Extremely satisfied
- 4
- 3
- 2
- 1 Not at all satisfied
- 8 (DK)
- 9 (Refused)

Q1(2301)

(Interviewer: Read:)

QID:197205 Using a five-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to do each of the following.

Q2

QID:196594 Recommend your employer to your family and friends as a great place to work.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q2(2302)

Q3

QID:196595 Choose to leave your employer to work someplace else.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q3(2303)

QID:196596 **PERCEIVED VOICE**

(Interviewer: Read:)

QID:197206 Now, I would like to ask you about your workplace climate. On a scale of one to five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.

(Interviewer: Read and Rotate Q4-Q11, as appropriate)

Q4

QID:196599 I have the opportunity to provide input into decisions that affect my work.

5 Strongly agree

4

3

2

1 Strongly disagree

8 (DK)

9 (Refused)

Q4(2304)

Q5

QID:196600 I am involved in helping to set goals for my workgroup or department.

5 Strongly agree

4

3

2

1 Strongly disagree

8 (DK)

9 (Refused)

Q5(2305)

Q6

QID:196601 My employer encourages employees to make suggestions for how to make the workplace better.

5 Strongly agree

4

3

2

1 Strongly disagree

8 (DK)

9 (Refused)

Q6(2306)

Q7

QID:196602 I make suggestions to my supervisor or management about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q7(2307)

Q8

QID:196603 Management always takes suggestions from workers seriously about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q8(2308)

Q10

QID:196605 There is an effective process in my workplace for resolving workplace problems that individual employees have.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q10(2310)

Q11

QID:196606 If I needed to raise a concern about my workplace, I'm confident my supervisor would do something to help me.

5 Strongly agree

4

3

2

1 Strongly disagree

8 (DK)

9 (Refused)

Q11(2311)

Q12

QID:196607 Does your workplace have any of the following ways for you to notify management of a problem or concern?

(Interviewer: Read Q12A-Q12H, as appropriate)

1 Yes

2 No

8 (DK)

9 (Refused)

Q12A	<i>QID:196608</i>	Suggestion system or hotline	Q12A(2312)
Q12B	<i>QID:196609</i>	Regular meetings with supervisors	Q12B(2313)
Q12C	<i>QID:196610</i>	HOLD	Q12C(2314)
Q12D	<i>QID:196611</i>	HOLD	Q12D(2315)
Q12E	<i>QID:196612</i>	Grievance procedure	Q12E(2316)
Q12F	<i>QID:196613</i>	HOLD	Q12F(2317)
Q12G	<i>QID:196614</i>	HOLD	Q12G(2318)
Q12H	<i>QID:196615</i>	Ombudsman (ahm-BUDS-men) (READ IF NECESSARY: A person in your workplace who investigates and attempts to resolve complaints or problems)	Q12H(2319)

(Interviewer: Read:)

QID:196617 Now I would like to ask you some questions about your legal rights as a worker.

QID:212410 On a scale of one-to-five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.

Q13

QID:196619 I know enough about my legal rights as a worker to be able to recognize problems when they occur.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q13(2320)

Q14

QID:196620 If I wanted to learn more about my legal rights as a worker, I could easily get that information.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q14(2321)

Q15

QID:196621 If I saw something happening in my workplace that I thought was a violation of workers' legal rights, I would speak up about it.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q15(2322)

Q16

QID:196622 I can raise concerns about my rights in the workplace without fear of being treated differently or punished.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q16(2323)

QID:196623 **PERCEIVED NON-COMPLIANCE**

Q17

QID:196624 I trust the management of my organization.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q17(2324)

Q18

QID:196625 I trust my coworkers to always do what is right.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q18(2325)

Q19

QID:196626 My employer is always open and honest with employees about the way they do business.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q19(2326)

Q20

QID:196627 Employees in my workplace are always paid for all of the time they work.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q20(2327)

Q21

QID:196628 Employees in my workplace are sometimes exposed to health and safety risks.

5 Strongly agree
4
3
2
1 Strongly disagree
8 (DK)
9 (Refused)

Q21(2328)

CLK2

QID:45184 SECTION CLOCK:

CLK2(6004-6007)

QID:221484 **Skip: (If code 1 in S5, Continue;
If code 2 in S5, Skip to Q28_1)**

QID:221409 **(Q22 - Q28 deleted)**

QID:196665 **Direct Experience**

Q29
QID:196666 Please indicate whether or not any of the following have ever happened in your current workplace.
(Interviewer: Read Q29A-Q29C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q29A	<i>QID:196667</i>	You have known about a possible health or safety risk in your workplace.	Q29A(2352)
Q29B	<i>QID:196668</i>	Because of conditions at your workplace, you have been injured or gotten sick.	Q29B(2353)
Q29C	<i>QID:196669</i>	Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Q29C(2354)

CLK3
QID:45184 SECTION CLOCK:
 CLK3(6008-6011)

QID:221410 **Skip: (If code 1 to any in Q29A-Q29C, Continue; Otherwise, Skip to Q42)**

Q30
QID:196671 When was the MOST RECENT time **(read Q30A-Q30C as appropriate)**?
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

Q30A	<i>QID:196672</i>	<u>(IF CODE 1 IN Q29A)</u> you have known about a possible health or safety risk in your workplace	Q30A(2355)
Q30B	<i>QID:196673</i>	<u>(IF CODE 1 IN Q29B)</u> you were injured or sick because of conditions at your workplace	Q30B(2356)
Q30C	<i>QID:196674</i>	<u>(IF CODE 1 IN Q29C)</u> someone else was injured or sick because of conditions at your workplace	Q30C(2357)

QID:221411 **Skip: (If code 1 to any in Q30A-Q30C, Continue;
If code 3, 8, 9 or blank to ALL in Q30A-Q30C, Skip to Q42;
Otherwise, Continue)**

(Interviewer: Read:)

QID:196681 For the next set of questions, I want you to think about the MOST RECENT health or safety risk you saw or heard about.

Q33

QID:196684 Did this MOST RECENT risk relate to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q33(2363)

QID:221413 **(Q34 - Q34G deleted)**

Q35

QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q35(2372)

QID:221414 **(Q36 - CLK4 deleted)**

QID:196730 **DECISION TO VOICE**

Q42

QID:196731 In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely.

(Interviewer: Read Q42A-Q42C)

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q42A	<i>QID:196732</i>	If you witnessed repeated health or safety risks in your workplace	Q42A(2427)
Q42B	<i>QID:196733</i>	If you witnessed a very serious health or safety risk	Q42B(2428)
Q42C	<i>QID:196734</i>	If you were injured on the job or got sick because of workplace conditions	Q42C(2429)

QID:221415 **(Deleted Skip Note)**
(Q43- Q27_1 Deleted)

QID:221485 **WHD MODULE**

QID:221416 **Skip: (If code 1 in S5, Skip to D1; If code 2 in S5, Continue)**

QID:196665 **Direct Experience**

Q28_1

QID:196792 Please indicate whether or not any of the following have ever happened in your current workplace.
(Interviewer: Read Q28_1A-Q28_1E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q28_1A	<i>QID:196793</i>	You or someone you know didn't get paid at all for a day or more of work they performed	Q28_1A(2467)
Q28_1B	<i>QID:196794</i>	You or someone you know didn't get paid for overtime work	Q28_1B(2468)
Q28_1C	<i>QID:196795</i>	You or someone you know didn't get paid what the employer promised	Q28_1C(2469)
Q28_1D	<i>QID:196796</i>	You or someone you know were paid less than the minimum wage	Q28_1D(2470)
Q28_1E	<i>QID:196797</i>	You or someone you know were required to work off the clock or through breaks	Q28_1E(2471)

CLK6

QID:45184

SECTION CLOCK:

CLK6(6020-6023)

QID:197233

Skip: (If code 1 to any in Q28_1A-Q28_1E, Continue; Otherwise, Skip to Q41_1)

Q28_2

QID:196800

Were any of the violations something that related to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q28_2(2472)

Q29_1

QID:196801

When was the MOST RECENT time **(read Q29_1A-Q29_1E as appropriate)?**
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

Q29_1A	<i>QID:196802</i>	<u>(IF CODE 1 IN Q28_1A)</u> you or someone you know didn't get paid at all	Q29_1A(2473)
Q29_1B	<i>QID:196803</i>	<u>(IF CODE 1 IN Q28_1B)</u> you or someone you know didn't get paid for overtime	Q29_1B(2474)
Q29_1C	<i>QID:196804</i>	<u>(IF CODE 1 IN Q28_1C)</u> you or someone you know didn't get paid what the employer promised	Q29_1C(2475)
Q29_1D	<i>QID:196805</i>	<u>(IF CODE 1 IN Q28_1D)</u> you or someone you know were paid less than the minimum wage	Q29_1D(2476)
Q29_1E	<i>QID:196806</i>	<u>(IF CODE 1 IN Q28_1E)</u> you or someone you know were required to work off the clock or through breaks	Q29_1E(2477)

QID:221417 **Skip: (If code 1 to ANY in Q29_1A-Q29_1E, Continue; If code 3, 8, 9, or blank to ALL in Q29_1A-Q29_1E, Skip to Q41_1; Otherwise, Continue)**

QID:196814 **(Interviewer: Read:)**
For the next set of questions, I want you to think about the MOST RECENT violation of wage and hour rights you experienced or heard about.

QID:221739 **(Skip Note Deleted)**

(Q32_1 - Q33_1F Deleted)

Q34_1
QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q34_1(2511)

QID:221420 **(Q35_1 - Q40_1N Deleted)**

CLK7
QID:45184 SECTION CLOCK:

CLK7(6024-6027)

Q41_1

QID:196860 In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, **(read Q41_1A-Q41_1C)**

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not likely at all
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q41_1A	<i>QID:196861</i>	You are working more than 40 hours a week and not being paid overtime	Q41_1A(2550)
Q41_1B	<i>QID:196862</i>	You are required to work during your lunch break without being paid	Q41_1B(2551)
Q41_1C	<i>QID:196863</i>	You are required to work off the clock before or after your shift without pay	Q41_1C(2552)

QID:221421 **(Deleted Skip Note)**
(Q42_1 - CLK8 Deleted)

QID:173575 **DEMOGRAPHICS**

D1
QID:145173 GENDER (Interviewer: Code only; Do NOT ask:)

- 1 Male
- 2 Female

D1(2573)

D2
QID:196895 Is your primary job with the government, a private company or a non-profit organization or something else?
(Interviewer: If respondent says “government”, ask them if it is with the federal, state, or local government.)

- 1 Federal government
- 2 State or local government
- 3 Private company
- 4 Non-profit organization
- 5 Other
- 8 (DK)
- 9 (Refused)

D2(2574)

D3

QID:196897 Do you consider yourself to be in lower management, middle management, or not in a management role?

- 1 Lower management
- 2 Middle management
- 3 Not in a management role
- 4 (Upper management)
- 8 (DK)
- 9 (Refused)

D3(2575)

D4

QID:196900 In what industry or area do you currently work?
(Interviewer: Read if necessary 11-92)

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining, Quarrying, and Oil and Gas Extraction
- 22 Utilities
- 23 Construction
- 31 Manufacturing
- 42 Wholesale Trade
- 44 Retail Trade
- 48 Transportation and Warehousing
- 51 Information
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific, and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support and Waste Management and Remediation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment, and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 92 Public Administration
- 01 Other (specify)
- 98 (DK)
- 99 (Refused)

List Other:Y

D4(2576-2577)
D4_T(4019)

QID:201694 **Skip: (If code 11, 21, 23, 31, 48, or 62 in D4, Continue; Otherwise, Skip to Note before D7)**

D5

QID:196909 You mentioned you worked in **(response from D4)**, please tell me which of these best describes the particular industry you work in ... **(READ CODES AS APPROPRIATE)**

- 111 **(If code 11 in D4)** Crop production
- 112 **(If code 11 in D4)** Animal production
- 113 **(If code 11 in D4)** Forestry and logging
- 114 **(If code 11 in D4)** Fishing, hunting and trapping
- 115 **(If code 11 in D4)** Support activities for Agriculture and Forestry
- 211 **(If code 21 in D4)** Oil and Gas extraction
- 212 **(If code 21 in D4)** Mining (except oil and gas)
- 213 **(If code 21 in D4)** Support activities for mining
- 236 **(If code 23 in D4)** Construction of buildings
- 237 **(If code 23 in D4)** Heavy and Civil engineering construction
- 238 **(If Code 23 in D4)** Specialty trade contractors
- 311 **(If code 31 in D4)** Food manufacturing
- 312 **(If code 31 in D4)** Beverage and tobacco product manufacturing
- 313 **(If code 31 in D4)** Textile mills
- 314 **(If code 31 in D4)** Textile product mills
- 315 **(If code 31 in D4)** Apparel manufacturing
- 316 **(If code 31 in D4)** Leather and allied product manufacturing
- 321 **(If code 31 in D4)** Wood product manufacturing
- 322 **(If code 31 in D4)** Paper manufacturing
- 323 **(If code 31 in D4)** Printing and related support activities
- 324 **(If code 31 in D4)** Petroleum and coal products manufacturing
- 325 **(If code 31 in D4)** Chemical manufacturing
- 326 **(If code 31 in D4)** Plastics and rubber products manufacturing
- 327 **(If code 31 in D4)** Nonmetallic mineral product manufacturing
- 331 **(If code 31 in D4)** Primary metal manufacturing
- 332 **(If code 31 in D4)** Fabricated metal manufacturing

- 333 **(If code 31 in D4)** Machinery
manufacturing
- 334 **(If code 31 in D4)** Computer and
electronic product manufacturing
- 335 **(If code 31 in D4)** Electrical equipment,
appliance, and component
manufacturing
- 336 **(If code 31 in D4)** Transportation
equipment manufacturing
- 337 **(If code 31 in D4)** Furniture and related
product manufacturing
- 339 **(If code 31 in D4)** Miscellaneous
manufacturing
- 481 **(If code 48 in D4)** Air transportation
- 482 **(If code 48 in D4)** Rail transportation
- 483 **(If code 48 in D4)** Water transportation
- 484 **(If code 48 in D4)** Truck transportation
- 485 **(If code 48 in D4)** Transit and ground
passenger transportation
- 486 **(If code 48 in D4)** Pipeline
transportation
- 487 **(If code 48 in D4)** Scenic and
sightseeing transportation
- 488 **(If code 48 in D4)** Support activities for
transportation
- 491 **(If code 48 in D4)** Postal Service
- 492 **(If code 48 in D4)** Couriers and
messengers
- 493 **(If code 48 in D4)** Warehousing and
storage
- 621 **(If code 62 in D4)** Ambulatory health
care services
- 622 **(If code 62 in D4)** Hospitals
- 623 **(If code 62 in D4)** Nursing and
residential care facilities
- 624 **(If code 62 in D4)** Social assistance
- 997 Other
- 998 (DK)
- 999 (Refused)

D5(2588-2590)
D5_F(2588-2590)
D5_E(2588-2590)
D5_D(2588-2590)
D5_C(2588-2590)
D5_B(2588-2590)

D5_A(2588-2590)

QID:196911 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D8)**

D7

QID:196912 Do you get either an electronic or paper pay stub every time you are paid by your employer?

- 1 Yes
- 2 No
- 3 Sometimes
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D7(2592)

D8

QID:196914 When you were first hired, did your employer tell you about any tax deductions they had to take from your pay?

- 1 Yes
- 2 No
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D8(2593)

D9

QID:196915 Do you consider yourself to be an independent contractor? **(Interviewer: If necessary, Read:)** Generally, an independent contractor is a person who is not on an employer payroll, receives a 1099, has no payroll deduction, controls who they work for and the hours they work.

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D9(2594)

QID:196918 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D11)**

D10

QID:196921 If you work more hours than 40 hours a week, do you receive overtime pay?

- 1 Yes
- 2 No
- 3 (Depends)
- 8 (DK)
- 9 (Refused)

D10(2595)

D11

QID:196923 What is the total number of employees in your entire company or organization including all locations? Just your best estimate.

(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 08 Not applicable
- 98 (DK)
- 99 (Refused)

D11(2596-2597)

D11A

QID:196927 Does your company or organization operate out of more than one location?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D11A(2601)

QID:196928 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D13)**

D12

QID:196929 What is the total number of employees at your location? Just your best estimate.
(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 98 (DK)
- 99 (Refused)

D12(2602-2603)

D13

QID:196930 For how long have you worked for your current employer?
(Interviewer: **Code actual number**)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D13(2604-2605)

QID:196932 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D15)**

D14

QID:196933 For how many years have you worked at your current location?
(Interviewer: **Code actual number**)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D14(2606-2607)

D15

QID:196934 And how many years have you worked with your current manager or immediate supervisor?
(Interviewer: **Read codes 01-09 if necessary**)

- 01 Less than 1 year
- 02 1 year to less than 3 years
- 03 3 years to less than 7 years
- 04 7 years to less than 10 years
- 05 10 years to less than 15 years
- 06 15 years to less than 20 years
- 07 20 years to less than 25 years
- 08 25 years to less than 30 years
- 09 30 years or more
- 10 (Does not apply)
- 11 (DK)
- 12 (Refused)

D15(2608-2609)

D16

QID:196935 What is the highest level of education you have completed?
(Interviewer: Open ended and code)

- 1 Less than high school graduate (0-11)
- 2 High school graduate (12)
- 3 Some college
- 4 Trade/Technical/Vocational training
- 5 College graduate
- 6 Postgraduate work/Degree
- 8 (DK)
- 9 (Refused)

D16(2610)

D17

QID:196936 What is the total number of hours you work per week at your primary job?
(Interviewer: Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D17(2611-2612)

QID:213452 **Skip: (If code 1 in S3, Continue;
Otherwise, Skip to Note before D19)**

D18

QID:196938 Across all the jobs you hold, how many total hours do you work on a weekly basis?
(**Interviewer:** Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D18(2613-2614)

QID:176384 (**Deleted Skip Note**)

D19

QID:196939 Are you of Hispanic, Latino or Spanish origin, such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D19(2615)

D20

QID:196940 Next, I am going to read you a list of racial groups. As I read each one, please tell me whether you are -- or are not -- a member of that racial group. You may consider yourself to be a member of more than one racial group. How about _____?
(**Interviewer:** Read D20A-D20E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D20A	<i>QID:196941</i>	White	D20A(2616)
D20B	<i>QID:196942</i>	Black or African-American	D20B(2617)
D20C	<i>QID:196943</i>	Asian	D20C(2618)
D20D	<i>QID:196944</i>	American Indian or Alaska Native	D20D(2619)
D20E	<i>QID:196945</i>	Native Hawaiian or other Pacific Islander	D20E(2620)

D21

QID:196947 What is your total annual income from your primary job, before taxes? (**Read if necessary:** I would like to know your own income, and not your household's total income)

(Interviewer: Read 01-09)

- 01 Under \$20,000
- 02 \$20,000-\$24,999
- 03 \$25,000-\$29,999
- 04 \$30,000-\$34,999
- 05 \$35,000-\$39,999
- 06 \$40,000-\$49,999
- 07 \$50,000-\$74,999
- 08 \$75,000-\$99,999
- 09 \$100,000 or more
- 98 (DK)
- 99 (Refused)

D21(2621-2622)

QID:196949 **Skip: (If code 2 in S4, Continue; Otherwise, Skip to D23)**

D22

QID:196950 What is your hourly wage?
(Interviewer: Open-ended **and code, enter as xx.xx**)

- 99.97 \$100+
- 99.98 (DK)
- 99.99 (Refused)

D22(2625-2629)

D23

QID:148363 May I please have your ZIP code?
(Interviewer: Open ended **and code actual ZIP Code**)
(SURVENT NOTE: Check ZIP Code against list of valid U.S. ZIP Codes)

- 99998 (DK)
- 99999 (Refused)

D23(3190-3194)

(Interviewer: DO NOT ASK; AUTOCODED BY SURVENT:)

ZIPMTCH

QID:164910 Valid ZIP Code Provided

- 1 Yes
- 2 No

ZIPMTCH(3902)

QID:197257 **Skip: (If code 1 in ZIPMTCH, Skip to Note #2 before D23C; Otherwise, Continue)**

D23B

QID:196954 I just need to confirm your home ZIP Code is: **(response in D23)**.

- 1 Yes, correct ZIP Code given
- 2 No, incorrect ZIP Code given

D23B(3990)

(Note #1:)
QID:197258 **Skip: (If code 1 in D23B, Continue; Otherwise, reset to D23)**

(Note#2:)
QID:197260 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to Note before D24)**

D23C

QID:196957 In addition to a cell phone, do you also have regular landline telephone service in your home?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D23C(2701)

QID:197297 **Skip: (If code 1 in D23C, Continue; If code 2 in D23C, autocode D24A=1 and skip to D25; Otherwise, Skip to D24)**

D23D

QID:196959 Do you use that landline telephone to make and receive calls, or is it ONLY used for other purposes, such as connecting to the Internet, connecting to a fax machine, or for business purposes?

- 1 Use to make and receive calls
- 2 Only used for fax, etc.
- 8 (DK)
- 9 (Refused)

D23D(2702)

QID:198593 **Skip: (Note #2: If code 2, 8, or 9 in SD1 OR code 1 in D23D, Continue; If code 2 in D23D, Autocode D24A=1 and Skip to D25, Otherwise, Skip to D24A)**

D24

QID:161718 How many different residential phone NUMBERS do you have coming into your household, not including lines dedicated to a fax machine, modem, or used strictly for business purposes? Do not include cellular phones.
(Interviewer: Open ended **and code actual number**)
(Interviewer: **A VOIP or cable phone line would count as a landline.**)

- 0 Zero
- 1 One
- 2 Two
- 3 Three
- 4 Four
- 5 Five or more
- 6 (DK)
- 7 (Refused)

D24(2703)

QID:197264 **Skip: (If code 0 in D24, Continue; Otherwise, Skip to Note before D24B)**

D24A

QID:196963 Is this a cell phone-only household without any telephone landlines?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24A(2704)

QID:197265 **Skip: (If code 1 in D24A Skip to D25)**

QID:197298 **Skip: (If code 0 in D24 and code 2, 8, or 9 in D24A, Skip to D24C; Otherwise, Continue)**

QID:197267 **Skip: (If code 1-7 in D24, Continue; Otherwise, Skip to Note before D24C)**

D24B

QID:196966 Do you have a working cell phone?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24B(2705)

QID:197299 **Skip: (If code 1, 8 OR 9 in D24B OR If code 1 in D23D, Continue; Otherwise, Skip to D25)**

D24C

QID:196969 Of all the telephone calls your household receives **(read 1-3)**?

- 1 All or almost all calls are received on cell phones
- 2 Some are received on cell phones and some on regular phones, OR
- 3 Very few or none are received on cell phones
- 4 (DK)
- 5 (Refused)

D24C(2706)

(Interviewer: CODE ONLY:)

D25

QID:196970 Was this interview conducted in English or Spanish?

- 1 English
- 2 Spanish

D25(2707)

(Interviewer: VALIDATE PHONE NUMBER AND THANK RESPONDENT BY SAYING:)

QID:213453 This completes the interview. Again, this is _____, with the National Gallup Poll. I would like to thank you for your time. Our mission is to "help people be heard" and your opinions are important to Gallup in accomplishing this.

CLK9

QID:45184 SECTION CLOCK:

CLK9(6032-6035)

FINTVID

QID:98976 INTERVIEWER I.D. #:

FINTVID(1571-1574)

